

**OAK RIDGE NATIONAL LABORATORY
INDIRECT/OVERHEAD POOLS - FY 1999**

<u>Indirect/Overhead Pool</u>	<u>Standard Rate</u>
Common Site Support	22.80%
G & A	16.80%
SAP	1.50%
Management Fee	1.75%
Labor Pool	2.25%
Material Handling	9.70%
Subcontract Administration	3.80%
Work For Others	0.08%
Fringe Benefits	33.17%

The specific pools are applied depending on the activity, i.e., onsite or offsite activity, material purchase, consultants. etc.

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Material Handling

Procurement (partial)
Accounts Pay (partial)
Stores
Traffic, Receiving & Shipping
Material Control
AVID Replacement(Harbinger)
Credit Card Dist.
Freight and Cartage
Inventory Control
Scrap Material
Obsolete Stock

Labor Pool

Payroll Operations
Human Resources
 Staffing
 Compensation
 Generalists
 Labor Relations

Subcontract Admin

Subcon held Databases
Subcon IAG Coord
Non-employee System
Accounts Pay (partial)
Procurement (partial)

Fringe Benefits

FICA
Federal Unemp Insurance
State Unemp Insurance
Worker's Compensation
Medical – Employees
Medical – Retirees
Group Life Insurance
Dental insurance
Long-term Disability
Savings Plan
Pension Plan
Employee Assistance
Dial-up Communication
Travel Accident Insurance
Benefit Plan Admin
Holiday Time

SAP Support

SAP Development

Organizational Burden

Division Administration
Space Occupancy
Miscellaneous Materials
Miscellaneous Services
Utilities
All Paid Absences Except for
 Holiday Time

Management Fee

Management Fee

Common Site Support

Quality Programs
Health and Safety
Environmental Management
Compliance
Cafeteria
Emergency Management
Security (Industrial Level)
Fire Protection

Program Specific Burden

Work For Others (Pool E)
Central WFO Admin
WFO Customer Survey
Technical Operations

G&A

Executive Offices
Site Management
Office of the Controller
Site Business Management
Office of Environmental Mgmt
Values
General Counsel
Public Affairs
LDRD/Program Development
Auditing
Employee/Management
 Communications
Educational Assistance